

AGREEMENT

by and between

MIDDLESEX COUNTY IMPROVEMENT AUTHORITY

and

PAPER, ALLIED-INDUSTRIAL, CHEMICAL & ENERGY
WORKERS INTERNATIONAL UNION, AFL-CIO, CLC,
PACE, LOCAL 1-1564

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PREAMBLE

THIS AGREEMENT made as of the 1st day of July, 2002, between the **MIDDLESEX COUNTY IMPROVEMENT AUTHORITY**, a public body corporate and politic of the State of New Jersey (hereinafter known as the "MCIA") and the **PAPER, ALLIED-INDUSTRIAL, CHEMICAL & ENERGY WORKERS INTERNATIONAL UNION, AFL-CIO-CLC, PACE LOCAL 1-1564** (hereinafter known as the "Union").

WHEREAS, the Union has been selected as the bargaining agent by Employees of the MCIA working in the supervisory nursing division at Roosevelt Care Center to be defined, in accordance with Chapter 303 of the Laws of 1968 of the State of New Jersey (the "Law"), and said Union has been certified as such by the Public Employment Relations Commission; and

WHEREAS, said Union has been in negotiations with the MCIA pursuant to Chapter 303 of the Laws of 1968; and

WHEREAS, the Union and the MCIA have agreed upon certain terms of employment as a result of the negotiations carried on pursuant to the Law, and, it is understood that this Agreement contains all the terms and conditions of employment between the MCIA and the Employees covered by this Agreement, and previous or past practice, existing or alleged to have been existing prior to the effective date of this Agreement, shall not be admissible in any judicial or grievance procedure hearing;

NOW, THEREFORE, subject to the Law as herein provided, the parties hereto, in consideration of the following mutual promises, covenants, and agreements contained herein, do hereby establish the following terms and conditions which shall govern the activities of the parties and all affected Employees.

ARTICLE 1

NON-DISCRIMINATION

The MCIA is committed to basing judgments concerning Employees solely on their qualifications, abilities, and performance. Neither party to this Agreement shall discriminate against any Employee because of race, sex, age, nationality, religion, marital status, sexual or affectional orientation, handicap, political or Union affiliation. Any such alleged discrimination may be pursued under the grievance and arbitration provisions of this Agreement.

ARTICLE 2
RECOGNITION

The Union is hereby designated as the exclusive bargaining agent for the Paper, Allied-Industrial, Chemical & Energy Workers International Union, AFL-CIO, CLC, PACE, Local 1-1564, employed by the MCIA at Roosevelt Care Center, Middlesex County (“Roosevelt Care Center”) in the following job titles. All other titles are excluded.

Title

Supervisor of Nurses

Unit Manager

Patient Care Coordinator

Utilization Review Coordinator/External Case Manager

Staff Development Coordinator

Hospice Supervisor

Part-time Employees shall receive benefits as indicated herein.

Base Wage rates for each Employee within the above titles shall be as set forth in Article 4 hereof.

Any new title authorized for use by the MCIA at Roosevelt Care Center will be negotiated for inclusion or exclusion from this bargaining unit. If the parties are unable to agree on the inclusion or exclusion of a title, the Union or the MCIA will pursue statutory procedures under the New Jersey Employer - Employee Relations Act (the “Employer Employee Relations Act”).

ARTICLE 3

AUTHORIZED REPRESENTATIVES

Authorized representatives of the Union, with the Supervisor's permission, shall have the right to enter upon the premises of Roosevelt Care Center during working hours for the purpose of bargaining negotiations and grievance procedures relative to enforcement of this Agreement, so long as such visits do not interfere with proper service to the public or on-going workday schedules. It is also understood that no Employee shall engage in any Union activity during the Employee's working hours. Also, no Union literature is to be distributed in working locations at any time.

It is agreed that the Union will furnish to the MCIA and to the Roosevelt Care Center Personnel Office, a list of duly elected Stewards as of the first day of the current contract year, and shall provide the MCIA and the Roosevelt Care Center Personnel Office with any modifications to such list.

(A) The MCIA shall be and is hereby authorized and directed to deduct from the pay of each Employee who furnished a written authorization for such deduction per authorization card during each calendar month, the amount of monthly Union dues or such other amount as may be certified to the MCIA by the Union at least thirty (30) days prior to the date on which the deduction of Union dues is to be made. Deduction of the Union dues made pursuant thereto shall be remitted by the MCIA to the Paper, Allied-Industrial, Chemical & Energy Workers International Union, AFL-CIO, CLC, for the calendar month for which such deductions were made.

(B) Any member of the Union desiring to resign from the Union will be permitted to do so only on two (2) specific occasions during the calendar year, i.e., on or before January 1st or July 1st (effective as of the aforesaid date). This request must be made in writing to the President of the

Union and the MCIA, with a copy to the Roosevelt Care Center Personnel Office.

(C) Union Security: Any Employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new Employee who does not join the Union within thirty (30) days of initial employment with the MCIA, and any Employee previously employed by the County or the MCIA at Roosevelt Care Center who does not join the Union within ten (10) days of re-entry into employment within the unit shall, as a condition of employment, pay a Representation Fee to the Union by automatic payroll deduction. The Representation Fee shall be in an amount equal to eighty-five percent (85%) of the regular Union membership dues, fees, and assessments as certified to the MCIA by the Union. The Union may revise its certification of the amount of the Representation Fee at any time to reflect changes in the regular Union membership dues, fees, and assessments. The Union's entitlement to the Representation Fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the Employees in the Union; provided however, that no modification is made in this provision by a successor agreement between the Union and the MCIA. For the purposes of this provision, Employees employed on a ten (10) month basis or who are reappointed from year to year shall be considered to be in continuous employment.

It is understood that the Union has a provision in the International Constitution which provides a procedure whereby a person paying a fee under an Agency Shop Agreement may obtain a rebate for that portion of his fee which is used for partisan, political, or ideological purposes.

ARTICLE 4

WAGES

(A) Wages for July 1, 2002 to December 31, 2002:

1. Effective on the first day of the pay period closest to August 15, 2002 (the "New Wage Rate Effective Date"), all full time employees shall continue to work a forty (40) hour work week, at the same hourly rate in effect on June 30, 2002. To calculate the employee's hourly rates as of the New Wage Rate Effective Date, the following calculation will be made:

a) First the employee's current hourly rate will be multiplied by forty (40) hours and then by 52 weeks. (e.g., if current rate is \$20.00, then $\$20.00 \times 40 \text{ hours} \times 52 \text{ weeks} = \$41,600.00$.)

b) Next add to the above amount the longevity that the employee is currently receiving (e.g., if 2% longevity, then 2% of \$30,000.00 is \$600.00.)

c) Divide the amount obtained in (b) above, by 52 weeks and then by 40 hours. (e.g., $\$42,200.00 / 52 / 40 = \20.29 .) This is the new hourly rate.

2. After the new hourly wage rate has been determined, each employee shall be placed on the appropriate step on Appendix I by finding the appropriate salary wage for the employee's job title (Appendix I) that is closest to the new hourly rate that was established above. In no event shall an employee's rate be lowered when being placed on the salary guide in Appendix I. In the event the employee's salary exceeds the maximum salary or salary guide on Appendix I for his/her job title, then the employees's salary shall be placed in the "exceeds salary maximum" category and the employee shall receive his/her new hourly rate as determined above.

3. Beginning on the New Wage Rate Effective Date and thereafter, no employee

represented by the Union shall be entitled to longevity pay.

B. Wages for Calendar Year 2003.

1. Effective on January 1, 2003, all employees of the Union who have at least six (6) months service at Roosevelt Care Center and whose December 31, 2002 wage rate is below step 9 of the salary guide shall be advanced one step on the salary guide, thus providing the employee with a 3.5% wage rate increase.

2. Effective on January 1, 2003, all employees of the Union whose December 31, 2002 wage rate is at or above step 9 of the salary guide shall be given an increase in his/her wage rate that is equal to 3% of the 9th step of the salary guide.

C. Wages effective January 1, 2004.

1. Effective on January 1, 2004, all employees of the Union who have at least six (6) months service at Roosevelt Care Center and whose December 31, 2003 salary is below step 9 of the salary guide shall be advanced one step on the salary guide, thus providing the employee with a 3.5% wage rate increase.

2. Effective on January 1, 2004, all employees of the Union whose December 31, 2003 salary is at or above step 9 of the salary guide shall be given an increase in his/her wage rate that is equal to 3.5% of the 9th Step of the salary guide.

D. Wages effective January 1, 2005.

1. Effective on January 1, 2005 a new Appendix I attached hereto and made a part hereof shall be effective by eliminating the old Step 1, renumbering steps 2-9 as steps 1-8, and then adding a new step 9 that is 3.5% greater than step 8.

2. Effective on January 1, 2005, all employees of the Union who have at least six

(6) months service at Roosevelt Care Center and whose December 31, 2004 salary is below step 9 of the salary guide (Appendix I) shall be advanced one step on the salary guide, thus providing the employee with a 3.5% wage rate increase.

3. Effective on January 1, 2005, all employees of the Union whose December 31, 2004 salary is at or above step 9 of the salary guide (Appendix I) shall be given a wage rate increase that is equal to 3.5% of the 9th step of the salary guide.

(C) Promotional Adjustment. Whenever a bargaining unit Employee is promoted or reassigned to another bargaining unit position or title, the promotional adjustment (if any) paid shall not result in the Employee receiving more in a new base salary or new base hourly rate than is currently being paid to any other Employee in the same position or title.

(D) Establishment of Pay Periods. Payroll will be made every two (2) weeks.

(E) Differentials.

(1) Shift Differential. A shift differential shall be paid to Employees working from 3:00 p.m. to 11:30 p.m. and from 11:00 p.m. to 7:30 a.m., as follows:

<u>Shift</u>	<u>Amount (\$/hr.)</u>
3:00 - 11:30 p.m.	\$2.25 /hour
11:00 p.m. - 7:30 a.m.	\$2.50 /hour

(2) Weekend Differential. A differential shall be paid to Employees working on a Saturday or Sunday in the amount of \$2.50 per hour.

With respect to weekend differential, Employees working the 11:00 p.m. to 7:30 a.m. shift shall be deemed to be working on Saturday for the shift beginning at 11:00 p.m. on Friday night, shall be deemed to be working on Sunday for the shift beginning at 11:00 p.m. on

Saturday night, and shall be deemed to be working on Monday for the shift beginning at 11:00 p.m. on Sunday night.

Employees working on the weekends shall be entitled to both weekend differential as well as shift differential as provided in subsection (1) above.

(F) Court Attendance Time by Subpoena. Any Employee attending Court in a Roosevelt Care Center related matter who is summoned to court by the MCIA shall be paid for such time at the applicable rate of pay, except where the Employee is the plaintiff.

ARTICLE 5

HOURS OF WORK

(A) General. Employees shall work five (5) eight (8) hour shifts per week. During such eight (8) hour shift, each Employee will be entitled to thirty (30) minutes for a meal without pay. In the event that an Employee is required to work through the thirty (30) minute break period provided for meals (or a portion thereof), and same has been previously authorized by the Employee's immediate supervisor (or other authorized personnel), each such Employee will be paid for such thirty (30) minutes (or portion thereof) at time and one-half (1-1/2) their base wage.

Time worked will be verified by the Employee's time card. Each Employee shall not leave work until all documentation required to be completed with respect to the activities occurring during the completed shift (and any other required documentation) has been completed.

(B) Punctuality. It is understood that all Employees will be punctual on starting times taking of and returning from rest periods, lunch periods, and quitting times. Any employee not observing working hours as stated shall be subject to disciplinary action.

(C) Designated Hours of Work. The specific hours of work for Employees within the following job titles are as follows:

Unit Manager

8 hour day, 5 day week

hours: 7:00 a.m. to 4:30 p.m. or unless otherwise agreed upon and contingent on the needs of the unit.

Supervisor of Nurses.

8 hour day, 5 day week

hours: 3:00 p.m. to 11:30 p.m., or 11:00 p.m. to 7:30 a.m. or unless otherwise agreed upon and contingent on the needs of the facility.

Utilization Review Coordinator/External Case Manager

8 hour day, 5 day week

hours: 8:00 a.m. to 4:30 p.m. or as dictated by the schedule and the needs of the facility.

Hospice Supervisor

8 hour day, 5 day week

hours: 7:30 a.m. to 3:30 p.m. or unless otherwise agreed upon or as dictated by the needs of Hospice.

Patient Care Coordinator

8 hour day, 5 day week

hours: 7:00 a.m. to 4:30 p.m. or unless otherwise agreed upon and contingent on the needs of the unit.

Staff Development Coordinator

8 hour day, 5 day week

hours: 7:00 a.m. to 4:30 p.m. or unless otherwise agreed upon and contingent on the needs of the unit.

ARTICLE 6

BREAKS

All Employees working their regular scheduled (8 hour) shifts shall receive two (2) fifteen (15) minute breaks.

ARTICLE 7

OVERTIME

(A) General.

All Employees shall be expected to complete their work in the time allotted for the normal working day. Any Employees scheduled to work beyond the forty (40) hour work week will be paid time and one-half (1-1/2) their base wages for the amount of hours worked in excess of forty (40) hours per week. The entitlement to overtime shall be determined by hours paid, not solely by hours worked. Employees shall have the option to be paid for overtime worked or to receive compensatory time at the overtime rate. A request to use compensatory time must be submitted in advance and approval is subject to the staffing needs of the facility, but shall not be unreasonably withheld.

(B) Call Back Time.

If an Employee is called back to work after completion of a normal shift or work day, such Employee shall receive a minimum of two (2) hours pay at time and one half (1-1/2) of their base pay. The callback begins when an Employee reports to work and ends when the Employee leaves work (in each case as reflected on the Employee's time card).

ARTICLE 8

MEDICAL BENEFITS

(A) Traditional Coverage. All Employees and Employees' eligible family (as defined by the Middlesex County Health Insurance Fund) shall be covered by medical coverage and major medical coverage. All part-time Employees and their eligible family shall be entitled to receive the same medical coverage as provided for full time Employees; however, such persons shall contribute through payroll deduction ten percent (10%) of the cost of such medical coverage and major medical coverage if the Employee is regularly scheduled to work thirty-two (32) hours or more per week. If the Employee is regularly scheduled to work from twenty-four (24) to thirty-two (32) hours per week, the Employee shall contribute through payroll deduction twenty percent (20%) of the cost of such medical coverage and major medical coverage. Employees regularly scheduled to work less than twenty-four (24) hours per week are not eligible for medical benefits.

At such time as the contracts for medical coverage presently in effect through the Middlesex County Health Insurance Fund expire and new contracts are negotiated and executed by the Health Insurance Funds the MCIA will negotiate any such changes resulting from such new contracts with the Union. Equivalent coverage shall be provided in all respects.

Only those Employees currently in traditional medical coverage will be enrolled in same.

(B) Health Maintenance Organization (HMO). Three (3) Health Maintenance Organizations will be available to all eligible Employees as an alternate to the Employee's existing medical coverage, and major medical. The MCIA will contribute the same amount toward HMO coverage as is contributed toward coverage (as provided in (A) above).

(C) Dental Plan. MCIA will provide dental coverage for all full-time Employees that is

substantially equivalent to or superior to the coverage provided at the time of this Agreement. For Employees with single coverage, the Employee shall not be required to contribute to the cost of the dental coverage. For Employees receiving more than single coverage, the cost of such dental coverage shall be shared between the Employee and the MCIA on the same basis that such costs were shared between the MCIA and such Employee prior to this Agreement.

(D) Drug Prescription Plan. All eligible Employees and their eligible families will be covered by a Drug Prescription Program. All Employees are required to pay a co-payment of \$3.00 per prescription drug for non-generic drugs and the co-pay for generic drugs will be \$0. Part time employees will also be required to contribute ten percent (10%) of the cost of such Drug Prescription Plan through payroll deduction if the Employee is regularly scheduled to work thirty-two (32) hours per week and twenty percent (20%) if the Employee is regularly scheduled to work twenty-four (24) to thirty-two (32) hours per week.

(E) Vision Care Program. All full time Employees who have been employed for more than sixty (60) continuous days, shall be covered by the Vision Care Program. Eligible Employees shall be entitled to one (1) reimbursement during a two (2) year period. The reimbursement will be limited to the following allowances:

- eye examination - \$50.00
- lenses and frames or contact lenses - \$60.00

This total reimbursement shall not exceed \$110.00 during a two (2) year period.

The Vision Care Program shall apply only to the Employee and not to an Employee's family members. Part time Employees regularly scheduled to work a minimum of thirty-two hours per week will receive ninety percent (90%) of reimbursement and part time employees regularly

scheduled to work a minimum of twenty-four (24) to thirty-two (32) hours per week will receive eighty percent (80%) of reimbursement.

(F) New Jersey State Temporary Disability Program. The MCIA will participate in the New Jersey State Temporary Disability Insurance Program. Contributions will be made in accordance with law.

(G) Retiree Coverage. The MCIA shall pay the cost to continue medical insurance benefits, including major medical coverage, as well as drug prescription benefits for all full time Employees (and their eligible dependents) who retire from MCIA and have twenty-five (25) years of service credit in PERS, or retire on a disability pension. The benefits shall be provided on the same terms as provided to active Employees as set forth above.

ARTICLE 9

HOLIDAYS

The paid holiday schedule will be as follows:

New Year's Day
Martin Luther King Day
President's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

Full time Employees shall observe and be paid for holidays in accordance with the MCIA's posted observance schedule for such holidays. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. If a holiday falls on a Sunday, it shall be observed on the following Monday. All full time Employees working on a holiday will receive time and one half for all hours worked plus holiday pay for the holiday, paid at straight time. Holiday hours shall not exceed a standard shift of eight (8) hours. All part time Employees shall receive time and one half of the regular pay for working on a holiday. For Employees working the 11:00 p.m. to 7:30 a.m. shift, a holiday shall be deemed to begin at 11:00 p.m. on the eve of the holiday.

All full time Employees scheduled off on a holiday shall receive their regular time rate and no compensatory day.

Any hours paid for at overtime rates shall not be pyramided or used again for computing other overtime pay in excess of the normal work week or for any other pay.

It is agreed to and understood that Employees will be subject to working the scheduled day

before and the scheduled day after the holiday in order to qualify for holiday pay. Exceptions to this provision will be authorized absences and verifiable illness.

Unit managers will not be scheduled on an observed holiday unless extenuating circumstances require it.

ARTICLE 10

PERSONAL DAYS

All full time Employees shall receive three (3) personal days per year which shall be available to be used at the beginning of each calendar year. Part time Employees shall not be entitled to any paid personal days. Personal days may not be carried over to the following year.

Personal days may be taken on separate days or consecutively; however, the Employee will give the MCIA three (3) days notice for each personal day to be taken.

ARTICLE 11

BEREAVEMENT

All full time Employees shall be entitled to receive a maximum of four (4) days leave with pay in the event of the death of his/her spouse or child. Three (3) days with pay are allowed in the event of the death of a parent, brother, sister, grandparent, or grandchild, mother-in-law or father-in-law. New full time Employees shall be entitled to these benefits after ninety (90) continuous days of employment.

It is understood and agreed that bereavement leave will be communicated to the Department Head by the Employee and said Employee shall be granted up to four (4) days leave of absence (as set forth above) consisting of the working days next following the day of death or the time of bereavement. Leave will be allowed to be taken within a ten (10) day period at the discretion of the employee with a prior notification to his/her Department Head. It is further understood that there will be no fragmentation of the bereavement leave. The leave must be taken by the designated days once the option is taken.

The Employee will be compensated for time lost during said period from his/her regularly scheduled work, not to exceed four (4) or three (3) days, as applicable.

ARTICLE 12

VACATIONS

Employees shall not be granted paid vacation leave until completion of one (1) full year of continuous employment with the MCIA. Vacation leave will, however, be accrued during such initial year of employment but may not be taken until the end of the first year of employment. All Employees shall accrue paid vacation leave based upon the following schedule:

<u>Years of Service</u>	<u>Amount of Vacation</u>
0 - 5 years	10 days
6 - 10 years	15 days
11-15 years	20 days
16-20 years	25 days
21 + years	30 days

Vacation cannot be carried over into a succeeding year without the express written permission of the Department Head and then only up to one (1) year can be carried over.

Part time Employees who are regularly scheduled to work twenty-four (24) hours or more per week shall be entitled to paid vacation leave on the basis of the above schedule, on a pro-rata basis, calculated on the basis of a percentage of hours normally scheduled to work compared to forty (40) hours per week. Part time Employees regularly scheduled to work less than twenty-four (24) hours per week shall not be entitled to any vacation leave.

The vacation year shall begin January 1. Vacation requests should be submitted by May 1 in order that the vacation schedule for the year can be prepared. In order to exercise seniority preference, vacation requests must be submitted by May 1. After May 1 requests to use remaining vacation time may be submitted at any time but will only be granted if staffing permits. All vacation

requests shall be submitted in writing at least thirty (30) days prior to the requested vacation date. Notification of approval or disapproval shall be provided in writing to the Employee within three (3) days of receipt of the request.

If separation of employment occurs before the end of the year and more vacation days have been taken than earned, the per diem rate of pay for the excess days shall be deducted from the final pay. If, however, the Employee has earned vacation which has not been used, the Employee shall be paid for such earned, unused time.

ARTICLE 13

SICK LEAVE

Employees shall not be granted paid sick leave until completion of ninety (90) days of continuous employment. Thereafter, they shall also be entitled to earn sick leave at the rate of eight (8) hours per month for a total of twelve (12) sick days per year.

Any Employee that is unable to report to work shall notify the Department Manager or Supervisor of such Employee's intention to take sick leave. Such notice must be provided at least two (2) hours prior to the start of the scheduled shift. Any sick leave that extends beyond three (3) consecutive work days will require a doctor's statement or other documentation in order to be paid for such sick days.

Unused sick days shall accumulate from year to year.

If termination occurs before the end of the year and more sick leave has been taken than earned, the per diem rate of pay for the excess days shall be deducted from the employee's final pay.

Days lost due to injury or illness arising out of or caused by MCIA employment for which the Employee has a claim for workers' compensation, which has been approved by the appropriate MCIA authorities or sustained by an appropriate Court of competent jurisdiction, shall not be charged to sick leave.

During the time that the Personnel Office is determining whether an injury or illness results from the Employee's working conditions, an Employee may take any accumulated sick leave. In the event a leave with pay is granted, the sick leave used by the Employee will be re-credited to the Employee and the sick leave injury will be retroactive to the date which is determined as the effective date by the MCIA.

Paid holiday occurring during a period of sick leave shall not be charged to sick leave.

ARTICLE 14

YEARLY SICK TIME BUY OUT

At the end of each calendar year, an Employee may apply for and receive a cash payment for sick days earned and credited and not used during the current calendar year. Such payment shall be equal to one (1) day's pay for every three (3) days sick time credited and not used during the year up to a maximum of three (3) days.

At time of sick leave purchase, any remaining sick days not bought out will be carried forward by the MCIA and credited to the Employee. For purposes of the buy out, three (3) days sick time will be charged and considered used for every day bought out.

Employees must have used less than five (5) days of sick leave earned during the then current calendar year in order to qualify for participation in the yearly sick time buy-out program for such calendar year.

Part time workers regularly scheduled to work more than twenty-four (24) hours per week will be credited with sick days and their eligibility for buy-out on a pro-rata basis. When cashing in fractions, they will be rounded out to the nearest one-half ($\frac{1}{2}$) day.

Eligible Employees applying for a sick time buy-out shall do so on December 31st of the current year by signing an authorization card provided by the MCIA. Payment will be made in the second payroll period of the succeeding year.

ARTICLE 15

DISCIPLINE OR DISCHARGE; GRIEVANCE PROCEDURE

No Employee will be disciplined by discharge without just cause.

Any alleged violation of the collective bargaining agreement, or any dispute with regard to its meaning or application may constitute a grievance. Disputes concerning matters involving the sole and exclusive discretion of the MCIA shall not constitute a grievance. Resolution of any grievance shall be made in accordance with the following procedures. Any Employee wishing to process his or her own grievance may do so, but no settlement shall be made inconsistent with the terms of this Agreement and the Union shall be informed of the final outcome.

Step 1. The Employee's Shop Steward shall present the Employee's grievance or dispute in writing to the Director of Nursing within ten (10) working days of its occurrence. The Director of Nursing shall hear the grievance, attempt to resolve the matter and shall respond to the Employee within five (5) working days.

Step 2. If the grievance has not been resolved, the grievance shall be presented in writing by the Employee to the Administrator within five (5) working days after the Director of Nursing's response is due. The Administrator shall respond to the Employee in writing within five (5) working days.

Step. 3. If the grievance remains unresolved by the Administrator or unanswered, it shall be sent in writing by the Employee representative to the Executive Director of the MCIA, or his/her designee, within seven (7) working days after the response of the Administrator at Step 2 is due. The Executive Director of the MCIA, or his/her designee, shall respond in writing to the Employee within ten (10) working days after receipt. The Union President, or his/her designee, may request

a meeting with the MCIA Executive Director or his/her designee within five (5) working days after receiving the answer from the MCIA Executive Director or his/her designee.

Step 4. If the grievance has not been resolved between the parties, either one or both may move the grievance to arbitration within thirty (30) days of receiving the answer from the MCIA Executive Director or his/her designee. Unless otherwise agreed to, the PERC shall serve as the arbitrator for any grievance to be submitted for arbitration. The decision of the arbitrator shall be final and binding on the parties.

ARTICLE 16

PART TIME EMPLOYEES

Part time Employees means any Employee who is normally scheduled to work less than twenty-four (24) hours per week and shall not include seasonal Employees. Such Employees shall not be entitled to any benefits. Part time Employees who are regularly scheduled to work at least twenty-four (24) hours per week, shall be entitled to the same benefits under this Agreement as all full time Employees but on a prorated basis, calculated on the percentage of hours normally scheduled to work as compared to forty (40) hours per week.

All part time Employees shall receive one and one half (1-1/2) times their regular pay for working on a holiday and shall also be entitled to receive shift differential and/or weekend differential as provided elsewhere in this Agreement.

ARTICLE 17

ECONOMY LAYOFFS

The MCIA may make layoffs as may be required for proper operations of Roosevelt Care Center. Such layoffs shall be made on the basis of merit/performance evaluations (past and current as of time of layoff decision). In the event that two (2) or more individuals receive relatively equivalent merit/performance evaluations, such economic layoff decisions as to such Employees will be implemented on the basis of inverse order of seniority. Prior to any layoff, the Union will be provided with as much notice as possible, but not less than forty-five (45) days.

ARTICLE 18

ACCUMULATED SICK TIME PAYOFF UPON RETIREMENT

All Employees shall be entitled upon retirement to receive a lump sum payment, as supplemental compensation, in an amount equal to one-half payment for every full day of earned and unused accumulated sick leave, which is credited to him/her on the MCIA's employment records; provided however, that the amount of such lump sum payment shall not exceed \$15,000.

ARTICLE 19

PERSONNEL FILES

Written reprimands or derogatory reports entered in an Employee's personnel file will not be considered by the MCIA or any contractor retained by the MCIA for the purpose of operating and/or maintaining Roosevelt Care Center with respect to disciplinary actions to be taken, grievance proceedings to be held and/or performance evaluations to be undertaken subsequent to the date of entry of such written reprimand or derogatory report if and when that Employee completes twenty-four (24) months of continuous service without further incidence of reprimand or derogatory report.

Unsatisfactory performance evaluations entered in an Employee's personnel file will not be considered by the MCIA or any contractor retained by the MCIA for the purpose of operating and/or maintaining Roosevelt Care Center with respect to disciplinary actions to be taken, grievance proceedings to be held, or future performance evaluations if and when that Employee receives two (2) successive satisfactory performance evaluations within a twenty-four (24) month period.

Employees shall have the right to inspect their own individual personnel files upon request to the MCIA. The MCIA recognizes and agrees to permit this review and examination at any reasonable time. The Employee shall have the right to define, explain, or object, in writing, to anything found in his or her personnel file. This writing shall become a part of the Employee's personnel file. Written reprimands or derogatory reports shall be shown to the Employee before they become part of the Employee's personnel file.

ARTICLE 20

MATERNITY LEAVE

(A) The provisions of the Family and Medical Leave Act ("FMLA"), 29 U.S.C. §2601 et seq. and the Family Leave Act ("FLA") shall apply to all Employees. In addition, each eligible Employee may be entitled to up to an additional three (3) months of leave with paid benefits if approved by the Executive Director of the MCIA. Additionally, at the end of the ten (10) weeks FMLA/FLA and additional three (3) months leave with paid benefits, the Employee may on written request, request an additional leave of six (6) months without paid benefits. Such extension shall be subject to approval of the Executive Director of the MCIA.

ARTICLE 21

MILITARY LEAVE

Any Employee who is a member of the National Guard, Navy, Air National Guard or a reserve component of any of the Armed Forces for the United States and is required to engage in field training as is authorized by law, such employee may take a military leave of absence without pay for the period of such training. Such leave of absence shall be in addition to any accrued and unused vacation leave. In such event, any affected Employee may return to his/her job/position at the end of the required military leave and such Employee will, for all purposes, be considered to be continuously employed by the MCIA during the period of such military leave.

ARTICLE 22

JURY DUTY

Any Employee called to serve as a juror, shall be paid their regular rate of pay for the time spent on jury duty up to a maximum of ten (10) working days.

ARTICLE 23

JOB VACANCY - JOB BIDDING

In the event that the MCIA finds the need for or plans a newly created job within the bargaining unit, the MCIA will (or cause any contractor retained by the MCIA for the purpose of operating and/or maintaining Roosevelt Care Center to) notify the president of the Union and promptly post the job for bid on appropriate bulletin boards. All notices shall contain pertinent information concerning the job and shall remain posted for five (5) working days. Thereupon, the bid shall be closed and the job awarded on the basis of seniority, qualification, and ability to perform the job. If one or more bids are received and all things are equal, seniority shall prevail.

With reference to filling vacancies, Employees in the line of work involved shall have first consideration in order of seniority provided the Employee is qualified to perform the job.

The MCIA will present and discuss with an Employee, or at his/her request, with his Representative, the reasons for selecting an Employee of less seniority for a higher paid job on the basis of ability and qualifications rather than on the basis of seniority.

If an Employee is laid off and subsequently the position is recreated, the laid off Employee shall have the right of first refusal to the recreated position.

The determination of ability and qualifications of an Employee shall be made by the MCIA.

ARTICLE 24

RIGHTS AND PRIVILEGES OF THE UNION

(A) The MCIA agrees (and shall cause any contractor retained by the MCIA for the purpose of operating and/or maintaining Roosevelt Care Center to agree) to make available to the Union all public information concerning the MCIA together with information which may be necessary for the Union to process any grievance or complaint. All requests for information necessary for the Union to process any grievance or complaint shall be made through the MCIA's Personnel Office at Roosevelt Care Center. All requests for public information concerning the MCIA shall be provided to the MCIA Public Information Officer.

(B) The Union local president shall have copies of all Roosevelt Care Center and MCIA Personnel Policies supplied by the MCIA (or any contractor retained by the MCIA for the purpose of operating and/or maintaining Roosevelt Care Center, acting on its behalf). Furthermore, all additions, changes and deletions shall be provided to the local president prior to the effective date of implementation.

(C) Whenever any Representative of the Union or any Employee is scheduled by the parties (or by any contractor retained by the MCIA for the purpose of operating and/or maintaining Roosevelt Care Center, acting on MCIA's behalf) to participate in negotiations or grievance procedures, he/she shall suffer no loss in pay.

(D) The Union will have the use of designated bulletin boards to disseminate Union information.

ARTICLE 25

SAFETY

The MCIA agrees to cause any contractor retained by the MCIA for the purpose of operating and/or maintaining Roosevelt Care Center to assure the safety and adequacy of all work areas and equipment provided for the Employees. Where safety equipment is provided, it is the responsibility of the Employee to utilize such equipment. Failure to use such safety equipment may be cause for disciplinary action.

The Union will appoint one (1) member of the Union to the Safety Committee.

ARTICLE 26

MILEAGE

Mileage reimbursement shall be paid to Employees using their personal automobiles in connection with services performed at the request of an MCIA authorized representative. Such mileage reimbursement shall be made at the applicable rate established by the Internal Revenue Service, as amended from time to time. In addition, Employees shall be reimbursed for authorized expenses incidental thereto such as tolls and parking, so long as appropriate documentation is submitted.

ARTICLE 27

EMPLOYEE'S PHYSICALS

Any physical examination, test, treatment, or medical procedure required by the MCIA shall be provided at no cost to the Employee.

ARTICLE 28

NURSE PRACTICE COMMITTEE

A Nurse Practice Committee consisting of four (4) members of the nursing staff will meet on a monthly basis with the Nursing Director. The Committee will have two (2) agendas:

1. One for discussion of issues affecting practice;
2. One for discussion of improvements and procedure in patient care.

Changes to the agenda may be made by either party if such changes represent a comparable substitute for or supplement to the foregoing provisions. In such event, the appropriate party shall provide prior written notice of such changes to the other party.

ARTICLE 29

MANAGEMENT RIGHTS

All of the rights, power, and authority possessed by the MCIA prior to the date of the signing of this Agreement are retained exclusively by the MCIA, subject only to such limitations as are specifically provided in this Agreement.

ARTICLE 30

SEMINARS

In the event that an Employee is required (by the Administration) to attend a seminar, the time spent at such seminar will be considered to be time worked by such Employee. If such amount of time, when added to the other hours worked by such Employee exceeds forty (40) hours, the Employee will be entitled to overtime.

ARTICLE 31

REQUIRED LICENSURES

The MCIA shall pay the fees for any State of New Jersey required licenses for all bargaining unit Employees employed at Roosevelt Care Center at the time the cost is incurred.

ARTICLE 32

RULES OF THE MCIA

All rules and regulations promulgated by the MCIA (or any contractor retained by the MCIA for the purpose of operating and/or maintaining Roosevelt Care Center, acting on its behalf) will be observed by the Employees.

ARTICLE 33

EDUCATIONAL LEAVE

When or where possible, in light of staffing requirements and openings, the MCIA will and will cause any contractor retained by the MCIA for the purpose of operating and/or maintaining Roosevelt Care Center to provide an Employee returning from educational leave with their same shift. However, the foregoing shall not constitute a guarantee that the Employee will be able to return to the same shift.

ARTICLE 34

TUITION REIMBURSEMENT

The MCIA agrees to establish a fund that, at the discretion of the Union, can be utilized to assist Employees attending institutions of higher learning, as long as such educational activities relate to the nursing profession and the purpose of nursing care at Roosevelt Care Center.

The MCIA shall make an annual contribution to the fund in the aggregate amount of \$5,000 per year and any unused monies in any one year shall accumulate from year to year without limitation and may be used by the Union as appropriate.

The Union shall notify the MCIA, on an annual basis, of any distribution made from the fund and such notice shall set forth the name of the recipient of such distribution, the amount received and the purpose to which the distribution will be applied. The report will be in a format prescribed by the Administrator.

ARTICLE 35

UNION CONFERENCE DAYS

Union members to be designated by the Union shall be granted ten (10) aggregate days per calendar year to attend a Union conference or convention. If attended during scheduled working days, the Union shall request these days at least one (1) week in advance. It is also understood that the total cost in salary of five (5) aggregate days will be the Union's responsibility and five (5) days will be paid by the MCIA. Unused days may be accumulated and carried over from year to year up to a maximum of four (4) years so that they may be used at times (i.e., union convention years) when most needed subject to reasonable staffing needs of the facility.

It is further agreed to and understood that one (1) Union Executive Board member on the 3:00 p.m. to 11:30 p.m. shift will be excused from his/her normal work duties, with pay, for a period not to exceed three (3) hours, six (6) times per calendar year for the purpose of attending union meetings.

ARTICLE 36

NO STRIKE OR LOCK-OUT

Neither the Union nor the Employee or the MCIA shall interfere, instigate, promote, sponsor, engage in, or condone any strike, lockout, or concerted work stoppage. In the event that any person violates the terms of the no strike clause, the MCIA shall have the right to discharge or otherwise discipline such person for the breach of the no strike clause. The sole question shall be whether the Employee has engaged in the prohibited activity.

ARTICLE 37

COMPUTATION OR TYPOGRAPHICAL ERRORS

During the term of this Agreement, computation or typographical errors may be corrected from the date of determination. These errors may be corrected by Union or by the MCIA by mutual consent retroactive to the date of occurrence.

ARTICLE 38

CONTRACTING OR SUBCONTRACTING

The MCIA recognizes and agrees that any time the work of the bargaining unit is to be contracted or subcontracted, it will give the Union notice of its intent in writing prior to soliciting proposals or bids.

ARTICLE 39

DURATION OF CONTRACT

It is hereby agreed that this Agreement shall remain in full force and effect from July 1, 2002 until December 31, 2005 and shall continue in full force and effect from year to year thereafter, until one party or the other gives notice, in writing, no sooner than 120 days nor no later than sixty (60) days prior to the expiration of this Agreement of a desire to change, modify or terminate this Agreement. All of the provisions of this Agreement shall remain in full force and effect until a successor Agreement is entered into.

ARTICLE 40

COVERAGE OF UNION MEMBERS UNDER MALPRACTICE LIABILITY INSURANCE

The MCIA will and will cause any contractor retained by the MCIA for the purpose of operating and/or maintaining the Roosevelt Care Center to include the bargaining unit Employees employed by MCIA at Roosevelt Care Center under the malpractice liability insurance for Roosevelt Care Center.

ARTICLE 41

PARTICIPATION IN P.E.R.S.

As a public employer, the MCIA will participate in the Public Employee Retirement System. The MCIA shall carry out all obligations imposed upon it to assure continued participation therein by all Employees. Among other things, the MCIA shall make such contribution to P.E.R.S. (including withholdings from Employees' paychecks) as required to maintain current eligibility. In addition, the MCIA shall make such withholdings from Employees' paychecks for purposes of purchasing life insurance policies through P.E.R.S. in the same manner and in the same amount as withheld at the time of this Agreement.

ARTICLE 42

SUCCESSORSHIP

The MCIA hereby agrees (and shall cause the County to abide by such agreement) that Roosevelt Care Center shall not be sold or leased unless the agreement of sale or lease expressly provides that the new owner or lessee shall recognize the Union as the duly authorized representative of the Employees employed at Roosevelt Care Center holding the positions/titles set forth in this Agreement. The terms and conditions set forth in this Agreement shall continue in full force and effect during its term. The MCIA agrees that in the event it builds a new facility or establishes an operation by purchase, merger, transfer or lease within a seventy-five (75) mile radius of the present facilities covered by this Agreement, then this Agreement shall apply to the new operation.

IN WITNESS WHEREOF, the parties intending to be legally bound under and in accordance with the terms of this Agreement, hereby set their hands as of the first day of July, 2002.

**MIDDLESEX COUNTY IMPROVEMENT
AUTHORITY**

By: Leonard J. Roseman
Leonard J. Roseman, Chairman

By: Jacque Eaker
Jacque Eaker, Secretary

Attest:
Gloria E. Alexander
Secretary

**PAPER, ALLIED-INDUSTRIAL,
CHEMICAL & ENERGY
WORKERS INTERNATIONAL
UNION, AFL-CIO, CLC, PACE,
LOCAL 1-1564**

By: Michael A. Irish

Title: International Rep.

By: Robert Bagley

Title: President

By: Carole Hamlin

Title: Shop Steward
Michelle Hamlin
Treasurer

WILLIS TOWERS WATSON
NATIONAL DATA V2
40 Hours @ 1.5%
August 8, 2002

APPENDIX I

Salary Guide for 2002 through 2004

Hours/Week Percentage RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7		STEP 8		STEP 9		Red Line	
	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	HOURLY ANNUALLY	Hourly Inc	Annual Inc
1	7,500	15,600.00	7,7625	16,146.00	8,0342	16,711.14	8,3154	17,296.03	8,6064	17,901.31	8,9076	18,527.81	9,2194	19,176.35	9,5421	19,847.57	9,9761	20,542.29	0.2963	616.30
2	8,250	17,160.00	8,5388	17,760.70	8,8377	18,382.42	9,1470	19,025.76	9,4671	19,691.57	9,7984	20,380.67	10,1413	21,093.90	10,4962	21,832.10	10,8616	22,596.29	0.3259	677.87
3	9,000	18,720.00	9,3150	19,375.20	9,6410	20,053.28	9,9784	20,755.07	10,3276	21,481.41	10,6891	22,233.33	11,0632	23,011.46	11,4504	23,816.83	11,8512	24,650.50	0.3555	739.44
4	9,750	20,280.00	10,0913	20,989.90	10,4445	21,724.56	10,8101	22,483.01	11,1885	23,272.08	11,5801	24,086.61	11,9834	24,929.63	12,4049	25,802.19	12,8391	26,705.33	0.3552	801.22
5	10,500	21,840.00	10,8675	22,604.40	11,2479	23,395.63	11,6416	24,214.53	12,0491	25,062.13	12,4708	25,939.26	12,9073	26,847.18	13,3591	27,786.93	13,8267	28,759.54	0.4148	862.78
6	11,250	23,400.00	11,6438	24,219.10	12,0513	25,066.70	12,4731	25,944.53	12,9907	26,852.18	13,3615	27,791.92	13,8292	28,764.74	14,3132	29,717.46	14,8142	30,813.54	0.4444	924.35
7	12,000	24,960.00	12,4200	25,833.60	12,8547	26,737.78	13,3046	27,673.57	13,7703	28,642.22	14,2523	29,644.78	14,7511	30,682.29	15,2674	31,756.19	15,8018	32,867.74	0.4741	986.13
8	12,750	26,520.00	13,1963	27,448.30	13,6582	28,409.06	14,1362	29,403.30	14,6310	30,432.48	15,1431	31,497.65	15,6731	32,600.05	16,2217	33,741.14	16,7895	34,922.16	0.5037	1,047.70
9	13,500	28,080.00	13,9725	29,062.80	14,4615	30,079.92	14,9677	31,132.82	15,4916	32,222.53	16,0338	33,350.30	16,5950	34,517.60	17,1758	35,723.66	17,7770	36,976.16	0.5333	1,109.26
10	14,250	29,640.00	14,7488	30,677.50	15,2650	31,751.20	15,7993	32,862.54	16,3523	34,012.78	16,9246	35,203.17	17,5170	36,435.36	18,1301	37,710.61	18,7647	39,030.58	0.5629	1,170.83
11	15,000	31,200.00	15,5250	32,292.00	16,0684	33,422.27	16,6308	34,592.06	17,2129	35,802.83	17,8154	37,056.03	18,4389	38,352.91	19,0843	39,695.34	19,7523	41,084.78	0.5926	1,232.61
12	15,750	32,760.00	16,3013	33,906.70	16,8718	35,093.34	17,4623	36,321.58	18,0735	37,592.88	18,7061	38,908.69	19,3608	40,270.46	20,0384	41,679.87	20,7397	43,138.58	0.6222	1,294.18
13	16,500	34,320.00	17,0775	35,521.20	17,6752	36,764.42	18,2938	38,051.10	18,9341	39,382.93	19,5968	40,761.34	20,2827	42,188.02	20,9926	43,664.61	21,7273	45,192.78	0.6518	1,355.74
14	17,250	35,880.00	17,8538	37,135.90	18,4787	38,435.70	19,1255	39,781.04	19,7949	41,173.39	20,4877	42,614.42	21,2048	44,105.98	21,9470	45,649.76	22,7151	47,247.41	0.6815	1,417.52
15	18,000	37,440.00	19,0463	40,365.10	20,0855	41,777.84	20,7885	43,240.08	21,5161	44,753.49	22,2692	46,319.94	23,0486	46,023.33	23,9010	47,634.08	23,7025	49,301.20	0.7111	1,479.09
16	18,750	39,000.00	20,1825	41,979.60	20,8889	43,448.91	21,6200	44,969.60	22,3767	46,543.54	23,1599	48,172.59	23,9705	49,838.64	24,8095	51,603.76	25,6778	53,409.82	0.7407	1,540.66
17	19,500	40,560.00	20,9888	43,594.30	21,6924	45,120.19	22,4516	46,699.33	23,2374	48,333.79	24,0507	50,025.46	24,8925	51,776.40	25,7637	53,588.50	26,6654	55,464.03	0.7703	1,602.22
18	20,250	42,120.00	21,7350	45,208.80	22,4957	46,791.06	23,2830	48,428.64	24,0979	50,123.63	24,9413	51,877.90	25,8142	53,693.54	26,7177	55,572.82	27,6528	57,517.82	0.8000	1,664.00
19	21,000	43,680.00	22,5113	46,823.50	23,2992	48,462.34	24,1147	50,158.58	24,9587	51,914.10	25,8323	53,731.18	26,7364	55,611.71	27,6722	57,558.18	28,6407	59,572.66	0.8296	1,725.57
20	21,750	45,240.00	23,2875	48,438.00	24,1026	50,133.41	24,9462	51,888.10	25,8193	53,704.14	26,7230	55,583.84	27,6583	57,529.26	28,6263	59,542.70	29,6282	61,626.66	0.8592	1,787.14
21	22,500	46,800.00	24,0638	50,052.70	24,9068	51,804.48	25,7777	53,617.62	26,6799	55,494.19	27,6137	57,436.50	28,5802	59,446.82	29,5805	61,527.44	30,6158	63,680.86	0.9185	1,910.48
22	23,250	48,360.00	24,8400	51,667.20	25,7094	53,475.55	26,6092	55,347.14	27,5405	57,284.24	28,5044	59,289.15	30,5021	61,364.37	30,5347	63,512.18	31,6034	65,735.07	0.9481	1,972.05
23	24,000	49,920.00	25,6163	53,281.90	26,5129	55,146.83	27,4409	57,077.07	28,4013	59,074.70	29,3953	61,142.22	30,4241	63,282.13	31,4889	65,496.91	32,5910	67,789.28	0.9777	2,033.62
24	24,750	51,480.00	26,3925	54,896.40	27,3162	56,817.70	28,2723	58,806.38	29,2618	60,864.54	30,2650	62,994.88	31,3460	65,199.68	32,4431	67,481.65	33,5786	69,843.49	1.0074	2,095.39
25	25,500	53,040.00	27,1688	56,511.10	28,1197	58,488.98	29,1039	60,536.11	30,1225	62,654.80	31,1768	64,847.74	32,2680	67,117.44	33,3974	69,466.59	34,5663	71,897.90	1.0370	2,156.96
26	26,250	54,600.00	27,9450	58,125.60	28,9231	60,181.05	30,9354	62,265.63	31,8437	64,444.85	32,8675	66,700.40	33,9117	69,034.99	34,3515	71,451.12	35,5338	73,951.90	1.0666	2,218.53
27	27,000	56,160.00	28,7213	59,740.30	29,7265	61,831.12	30,7669	63,995.15	31,8437	66,224.90	32,9582	68,553.06	34,1189	70,952.34	34,3515	71,451.12	35,5338	73,951.90	1.0962	2,280.10
28	27,750	57,720.00	29,4975	61,354.80	30,5299	63,502.19	31,5984	65,724.67	32,7043	68,024.94	33,8490	70,405.92	35,0337	72,870.10	36,2599	75,420.59	37,5290	78,060.32	1.1259	2,341.87
29	28,500	59,280.00	30,2738	62,969.50	31,0730	65,173.47	32,4301	67,454.61	33,5652	69,815.62	34,7400	72,259.20	36,9578	74,788.27	37,2144	77,405.95	38,5169	80,115.15	1.1555	2,403.41
30	29,250	60,840.00	31,0506	64,584.00	31,8263	66,791.06	32,6616	69,184.13	34,4258	71,603.66	35,6307	74,111.86	36,8778	76,703.82	38,1685	79,390.48	39,5044	82,169.15	1.1851	2,465.01
31	30,000	62,400.00	31,8263	66,198.70	32,6025	68,413.20	33,4931	70,913.65	35,2864	73,395.71	36,5214	75,964.51	37,7996	78,623.17	39,1226	81,375.01	40,4919	84,223.15	1.2148	2,526.78
32	30,750	63,960.00	32,6025	67,813.20	33,4736	70,186.69	34,9246	72,643.17	36,1470	75,185.76	37,3107	77,187.17	38,7215	80,540.72	40,0768	83,559.74	41,4798	86,277.36	1.2444	2,588.35
33	31,500	65,520.00	33,3788	69,427.90	34,5471	71,857.97	35,5677	74,372.90	37,0677	76,976.02	38,3030	79,670.24	39,6436	82,458.69	41,0311	85,349.74	42,6772	88,331.78	1.2740	2,649.92
34	32,250	67,080.00	34,1550	71,042.40	35,3504	73,528.83	36,5882	76,102.42	38,1293	78,766.06	39,1937	81,522.90	40,5655	84,376.24	41,9833	87,329.42	43,4543	90,385.98	1.3036	2,711.49
35	33,000	68,640.00	35,0073	72,657.10	36,1539	75,200.11	37,4195	77,832.14	38,2950	80,556.32	40,0845	83,375.76	41,4875	86,294.00	42,9356	89,314.37	44,4259	92,440.40	1.3333	2,773.26
36	33,750	70,200.00	35,7075	74,271.60	36,9573	76,871.18	38,2908	79,561.66	39,5896	82,346.37	40,9752	85,228.42	42,4093	88,211.34	43,8936	91,298.69	44,4259	94,494.19	1.3629	2,834.83
37	34,500	71,760.00	36,4838	75,886.30	37,7607	78,542.26	39,0823	81,291.18	39,5896	82,346.37	40,9752	85,228.42	42,4093	88,211.34	43,8936	91,298.69	44,4259	94,494.19	1.3925	2,896.40
38	35,250	73,320.00	37,2600	77,500.80	38,5641	80,213.33	39,9138	83,020.70	41,1308	85,926.46	42,7567	88,933.94	44,2532	92,046.66	45,8021	95,268.37	47,4052	98,602.82	1.4222	2,958.18
39	36,000	74,880.00	38,0363	79,115.50	39,3676	81,884.61	40,7455	84,749.55	42,1716	87,926.46	44,7567	90,787.01	44,2532	92,046.66	45,8021	95,268.37	47,4052	98,602.82	1.4518	3,019.74
40	36,750	76,440.00	38,8125	80,730.00	39,6789	83,553.47	41,5769	86,479.95	43,0321	89,306.77	44,5382	92,639.46	46,0970	93,881.76	47,7104	99,237.63	48,3929	100,657.23	1.4814	3,081.31
41	37,500	78,000.00	39,6000	82,345.00	40,4709	85,926.46	42,4176	89,306.77	44,5382	92,639.46	46,0970	93,881.76	47,7104	99,237.63	48,3929	100,657.23	49,3803	102,711.02		

2002 ~ 2003 ~ 2004
40 Hour Week

APPENDIX I - A

Salary Guide for 2005

Hours/Week	40	Percentage	3.50%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	Red Line
Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	7.625	16,146.00	8,034.2	16,711.4	17,296.03	8,604.4	17,901.31	8,907.6	18,527.81	9,219.4	19,176.35	9,542.1	19,847.57
2	8.538	17,760.70	8,837.7	18,382.42	19,025.76	9,467.1	19,691.57	9,798.4	20,380.67	10,141.3	21,093.90	10,496.2	21,832.10
3	9.3150	19,375.20	9,641.0	20,053.28	20,755.07	10,327.6	21,481.41	10,689.1	22,331.33	11,063.2	23,011.46	11,450.4	23,816.83
4	10.0913	20,989.90	10,444.5	21,724.56	22,450.07	11,188.5	23,272.08	11,580.1	24,086.61	11,985.4	25,021.69	12,409.5	25,802.19
5	11.6438	22,614.10	11,247.9	23,395.63	24,141.53	12,049.1	25,062.13	12,470.8	26,847.18	13,359.1	27,786.93	13,826.7	28,759.54
6	12.4200	25,833.60	12,854.7	26,737.78	27,673.57	13,304.6	28,644.78	14,253.2	29,682.29	15,267.4	30,812.32	16,332.7	31,992.02
7	13.1963	27,448.30	13,658.2	28,409.06	29,403.30	14,136.2	30,432.48	15,143.1	31,497.65	16,221.7	32,600.05	17,377.1	33,841.14
8	14.7488	30,677.30	15,265.0	31,751.20	32,862.54	15,799.3	34,012.78	16,924.6	35,203.17	18,130.1	37,710.61	19,421.5	40,396.72
9	15.5250	32,292.00	16,068.4	33,422.27	34,592.06	17,212.9	35,802.83	18,154.3	38,008.69	19,084.3	39,695.34	19,752.3	41,084.78
10	16.3013	33,906.70	16,871.8	35,093.34	36,321.58	18,073.5	37,592.88	18,706.1	40,270.46	20,038.4	41,679.87	21,465.6	44,648.45
11	17.0775	35,521.20	17,675.2	36,764.42	38,051.10	18,941.4	39,382.93	19,506.8	42,188.02	20,992.6	43,664.61	21,727.3	45,192.78
12	17.8538	37,135.90	18,478.7	38,435.70	39,781.04	19,794.9	41,173.39	20,487.7	44,105.98	21,947.0	45,649.76	22,715.1	47,247.41
13	18.6300	38,750.40	19,282.1	40,106.77	41,510.56	20,655.5	42,963.44	21,378.4	46,467.07	22,126.6	47,634.08	23,702.5	49,301.20
14	19.4063	40,365.10	20,088.5	41,777.84	43,240.08	21,516.1	44,753.49	22,269.2	48,119.94	23,853.5	49,619.02	24,690.2	51,355.62
15	20.1825	41,979.60	20,888.9	43,448.91	44,969.60	22,376.7	46,543.54	23,159.9	49,858.64	24,809.5	51,603.76	25,677.8	53,409.32
16	20.9588	43,594.30	21,692.4	45,120.19	46,699.33	23,237.4	48,333.79	24,050.7	50,025.46	24,892.5	51,776.40	25,763.7	53,888.30
17	21.7350	45,208.80	22,495.7	46,791.06	48,428.64	24,097.9	50,123.63	25,832.3	53,731.18	26,736.4	55,611.71	26,727.2	55,578.18
18	22.5113	46,823.30	23,299.2	48,462.34	50,158.58	24,958.7	51,914.10	26,723.0	55,881.84	27,683.1	57,529.26	28,626.3	59,342.70
19	23.2875	48,438.00	24,102.6	50,133.41	51,888.10	25,819.3	53,704.14	27,613.7	57,436.50	28,580.2	59,446.82	29,580.5	61,527.44
20	24.0638	50,052.70	24,906.0	51,804.48	53,617.62	26,679.9	55,484.19	28,504.4	59,289.15	29,502.1	61,364.37	30,534.7	63,512.18
21	24.8400	51,667.20	25,709.4	53,475.55	55,347.14	27,540.5	57,284.24	29,395.3	61,145.22	30,424.1	63,282.13	31,488.9	65,496.91
22	25.6163	53,281.90	26,512.9	55,146.83	57,071.07	28,401.3	59,074.70	30,286.0	62,994.88	31,346.0	65,059.68	32,443.1	67,481.65
23	26.3925	54,896.40	27,316.2	56,817.70	58,806.38	29,261.8	60,864.54	31,176.8	64,847.74	32,268.0	67,117.44	33,397.4	69,466.59
24	27.1688	56,511.10	28,119.7	58,488.98	60,536.11	30,122.5	62,654.80	32,067.5	66,700.40	33,189.9	69,034.99	34,351.5	71,451.12
25	27.9450	58,125.60	28,923.1	60,160.05	62,265.63	30,983.1	64,444.85	32,982.8	68,553.06	34,111.7	70,952.34	35,305.6	73,435.65
26	28.7213	59,740.30	29,726.5	61,831.12	63,995.15	31,843.7	66,234.90	33,849.0	70,405.92	34,933.7	72,870.10	36,259.9	75,420.59
27	29.4975	61,354.80	30,529.9	63,502.19	65,724.67	32,704.3	68,024.94	34,740.0	72,259.20	35,755.9	74,788.27	37,214.4	77,405.95
28	30.2738	62,969.50	31,333.4	65,173.47	67,454.61	33,565.2	69,815.62	35,593.7	74,111.86	36,687.8	76,705.82	38,168.5	79,390.48
29	31.0500	64,584.00	32,136.8	66,844.54	69,184.13	34,425.8	71,605.66	36,530.7	75,964.51	37,599.6	78,623.17	39,122.6	81,375.01
30	31.8263	66,198.70	32,940.2	68,515.62	70,913.65	35,286.4	73,395.71	37,412.1	77,817.17	38,521.5	80,540.72	40,076.8	83,359.74
31	32.6025	67,813.20	33,743.6	70,186.69	72,643.17	36,147.0	75,185.76	38,303.0	79,670.24	39,443.6	82,458.69	41,031.1	85,344.69
32	33.3788	69,427.90	34,547.1	71,857.97	74,372.90	37,007.7	76,976.02	39,193.7	81,522.90	40,565.5	84,376.24	41,983.3	87,329.42
33	34.1550	71,042.40	35,350.4	73,528.83	76,102.42	37,868.3	78,766.06	40,084.5	83,375.76	41,487.5	86,294.00	42,939.6	89,314.37
34	34.9313	72,657.10	36,153.9	75,200.11	77,832.14	38,729.0	80,556.32	40,945.1	85,228.42	42,409.3	88,211.34	43,893.6	91,298.69
35	35.7075	74,271.60	36,957.3	76,871.18	79,561.66	39,589.6	82,346.17	41,766.0	87,081.28	43,331.3	90,129.10	44,847.9	93,283.63
36	36.4838	75,886.30	37,760.7	78,542.26	81,291.18	40,430.2	84,136.42	42,637.8	88,933.94	44,252.2	92,046.66	45,802.1	95,268.37
37	37.2600	77,500.80	38,564.1	80,213.33	83,020.70	41,307.8	85,926.46	43,547.6	90,781.01	45,173.3	93,864.62	46,764.4	97,253.31
38	38.0363	79,115.30	39,367.6	81,884.61	84,750.64	42,176.6	87,716.93	44,538.2	92,639.46	46,097.0	95,881.76	47,710.4	99,237.63
39	38.8125	80,730.00	40,170.9	83,555.47	86,479.95	43,032.1	89,506.77	44,538.2	92,639.46	46,097.0	95,881.76	47,710.4	99,237.63
40	39.5888	82,344.50	40,975.3	85,230.94	88,250.42	43,937.5	91,298.69	45,499.9	94,949.19	47,019.9	97,801.39	48,042.2	100,657.23
41	40.3650	83,959.00	41,780.7	86,906.41	90,046.89	44,847.9	93,283.63	46,417.6	96,548.61	48,042.2	99,237.63	49,064.4	102,033.95
42	41.1413	85,573.50	42,581.9	88,561.88	91,791.36	45,752.2	94,949.19	47,368.3	98,200.70	48,939.6	100,657.23	50,086.7	104,180.34
43	41.9175	87,188.00	43,383.1	90,216.35	93,542.83	46,657.3	96,548.61	48,268.3	100,000.00	49,843.1	102,268.11	51,000.0	106,305.89
44	42.6938	88,802.50	44,184.3	91,781.82	95,297.10	47,562.4	98,153.42	49,163.4	101,413.42	50,758.4	104,180.34	51,900.0	108,431.48
45	43.4700	90,417.00	44,985.5	93,347.29	97,048.57	48,477.5	100,000.00	50,078.5	102,913.42	51,663.5	106,305.89	52,800.0	110,557.07
46	44.2463	92,031.50	45,786.6	94,902.16	98,800.00	49,382.6	101,413.42	50,983.6	104,328.42	52,568.6	108,431.48	53,700.0	112,682.66
47	45.0225	93,646.00	46,587.7	96,456.63	100,551.53	50,287.7	102,823.42	51,888.7	105,743.42	53,473.7	110,557.07	54,600.0	114,808.25
48	45.7988	95,260.50	47,388.8	98,011.10	102,301.06	51,192.8	104,238.42	52,793.8	107,158.42	54,378.8	112,682.66	55,500.0	116,933.84
49	46.5750	96,875.00	48,189.9	99,565.67	103,848.59	52,097.9	105,653.42	53,698.9	108,573.42	55,283.9	114,808.25	56,400.0	119,059.43
50	47.3513	98,489.50	48,991.0	101,120.24	105,396.06	52,993.0	107,068.42	54,604.0	110,000.00	56,189.0	116,933.84	57,300.0	121,185.02
51	48.1275	100,104.00	49,792.1	102,674.81	107,140.59	53,898.1	108,483.42	55,509.1	111,415.42	57,094.1	119,059.43	58,200.0	123,310.61
52	48.9038	101,718.50	50,593.2	104,229.36	109,213.12	54,803.2	110,000.00	56,414.2	112,830.42	58,005.2	121,185.02	59,000.0	125,436.20
53	49.6800	103,333.00	51,394.3	105,788.81	111,285.65	55,708.3	111,413.42	57,319.3	114,245.42	58,910.3	123,310.61	60,000.0	127,561.79
54	50.4563	104,947.50	52,195.4	107,343.30	113,358.18	56,613.4	112,828.42	58,220.4	115,660.42	59,815.4	125,436.20	61,000.0	129,687.38
55	51.2325	106,562.00	53,000.5	108,907.79	115,432.71	57,518.5	114,243.42	59,720.5	117,075.42	60,720.5	127,561.79	62,000.0	131,812.97
56	52.0088	108,176.50	53,801.6	110,462.28	117,507.24	58,423.6	115,658.42	60,625.6	118,480.42	61,625.6	129,687.38	63,000.0	133,938.56
57	52.7850	109,791.00	54,602.7	112,016.83	119,581.77	59,328.7	117,073.42	61,530.7	120,000.00	62,530.7	131,812.97	64,000.0	136,064.15
58	53.5613	111,405.50	55,403.8	113,571.38	121,656.30	60,233.8	118,483.42	62,435.8	121,415.42	63,435.8	133,938.56	65,000.0	138,189.74
59	54.3375	113,020.00	56,204.9	115,125.93	123,730.83	61,138.9	119,898.42	63,340.9	122,830.42	64,340.9	136,064.15	66,000.0	140,315.33
60	55.1138	114,634.50	57,006.0	116,675.48	125,805.36	62,044.0	121,303.42	64,246.0	124,245.42	65,246.0	138,189.74	67,000.0	142,440.92
61	55.8900	116,249.00	57,807.1	118,225.03	127,879.89	62,949.1	122,718.42	65,151.1	125,660.42	66,151.1	140,315.33	68,000.0	144,566.51
62	56.6663	117,863.50	58,608.2	119,774.58	129,954.42	63,854.2	124,133.42	66,056.2	127,075.42	67,056.2	142,440.92	69,000.0	146,692.10
63	57.4425	119,478.00	59,409.3	121,324.13	132,028.95	64,759.3	125,548.42	66,961.3	128,480.42	67,961.3	144,566.51	70,000.0	148,817.69
64													